

Federal Law Enforcement Training Center

The Notification and Federal Employee Anti-discrimination and Retaliation (No Fear) Act of 2002, Public Law 107-174

On May 15, 2002, President George W. Bush signed the Notification and Federal Employee Anti-discrimination and Retaliation Act (No Fear Act). The No Fear Act increases the accountability of Federal departments and agencies for acts of discrimination or reprisal against employees.

Section 301 of the No Fear Act requires each Federal agency to post summary statistical data pertaining to complaints of employment discrimination filed against it by employees, former employees and applicants for employment under 29 C.F.R. Part 1614, "Federal Sector Equal Employment Opportunity." The specific data to be posted is described in section 301(b) of the No Fear Act and at 29 CFR 1614.704. The required summary statistical data for formal Equal Employment Opportunity (EEO) complaints is provided below.

In addition, section 302(a) of the No Fear Act requires the Federal Law Enforcement Training Center (FLETC) to post government-wide, summary statistical data pertaining to hearings requested pursuant to 29 C.F.R. Part 1614.706 and appeals filed with the Equal Employment Opportunity Commission. That data is also available below. The posting of EEO data on an agency's public web site is intended to assist Congress, Federal agencies and the public in assessing whether, and to what extent, Federal agencies are in compliance with their equal employment responsibilities.

Prior to March 1, 2003, the FLETC was a bureau of the U.S. Department of Treasury. FLETC's summary statistical data for the periods 1999 through 2003 is incorporated into Treasury's No Fear Act report. On March 1, 2003, FLETC became part of the U.S. Department of Homeland Security (DHS). The data reported below reflects the status of FLETC's formal EEO complaints for fiscal year 2004 (quarter ending June 30, 2004). These statistics will be updated quarterly.

General Aggregate EEO Data – As of June 30, 2004

- Complaint Activity
- Complainants
- Complaints by Basis
- Complaints by Issue
- Complaints Pending
- Average Processing Time of Pending Complaints in Days
- Pending Investigations Over 180 Days
- Complaints Dismissed Without an Investigation
- Final Agency Action Taken on Findings of Discrimination - Total
- Final Agency Action Taken on Findings of Discrimination – by Basis
- Final Agency Action Taken on Findings of Discrimination – by Issue

For further information, please contact the Chief, EEO Division at:

Federal Law Enforcement Training Center EEO Division, TH-379 1131 Chapel Crossing Road Brunswick, GA 31524

Last Updated June 30, 2004

Complaint Activity

29 CFR §1614.704 (a)	2004	2003	2002	2001	2000	1999
Complaints Filed	7	n/a	n/a	n/a	n/a	n/a

Complainants

29 CFR §1614.704 (b) – (c)	2004	2003	2002	2001	2000	1999
Number of Individuals Who Filed	7	n/a	n/a	n/a	n/a	n/a
Number of Individuals Who Filed 2 or More Complaints	0	n/a	n/a	n/a	n/a	n/a

Complaints by Basis

29 CFR §1614.704 (d)	2004	2003	2002	2001	2000	1999
Race	4	n/a	n/a	n/a	n/a	n/a
Color	3	n/a	n/a	n/a	n/a	n/a
Religion	0	n/a	n/a	n/a	n/a	n/a
Retaliation	2	n/a	n/a	n/a	n/a	n/a
Sex	4	n/a	n/a	n/a	n/a	n/a
National Origin	1	n/a	n/a	n/a	n/a	n/a
Age	2	n/a	n/a	n/a	n/a	n/a
Disability	0	n/a	n/a	n/a	n/a	n/a
Non – EEO Basis	0	n/a	n/a	n/a	n/a	n/a
Total	0	n/a	n/a	n/a	n/a	n/a

Complaints by Issue

29 CFR §1614.704 (e)	2004	2003	2002	2001	2000	1999
Appointments/Hire	1	n/a	n/a	n/a	n/a	n/a
Assignment of Duties	0	n/a	n/a	n/a	n/a	n/a
Awards	0	n/a	n/a	n/a	n/a	n/a
Conversion to Full Time	0	n/a	n/a	n/a	n/a	n/a
Disciplinary Action						
(a) Demotion	0	n/a	n/a	n/a	n/a	n/a
(b) Reprimand	0	n/a	n/a	n/a	n/a	n/a
(c) Suspension	0	n/a	n/a	n/a	n/a	n/a
(d) Removal	0	n/a	n/a	n/a	n/a	n/a
Duty Hours	0	n/a	n/a	n/a	n/a	n/a
Evaluation/Appraisal	1	n/a	n/a	n/a	n/a	n/a
Examination/Test	0	n/a	n/a	n/a	n/a	n/a
Harassment						
(a) Non-sexual	2	n/a	n/a	n/a	n/a	n/a
(b) Sexual	0	n/a	n/a	n/a	n/a	n/a
Medical Examination	0	n/a	n/a	n/a	n/a	n/a
Pay/Overtime	0	n/a	n/a	n/a	n/a	n/a
Promotion/Non-Selection	3	n/a	n/a	n/a	n/a	n/a
Reassignment						
(a) Denied	0	n/a	n/a	n/a	n/a	n/a
(b) Directed	2	n/a	n/a	n/a	n/a	n/a
Reasonable Accommodation	0	n/a	n/a	n/a	n/a	n/a
Reinstatement	0	n/a	n/a	n/a	n/a	n/a
Retirement	0	n/a	n/a	n/a	n/a	n/a
Termination	0	n/a	n/a	n/a	n/a	n/a
Terms/Conditions of Employment	0	n/a	n/a	n/a	n/a	n/a
Time and Attendance	0	n/a	n/a	n/a	n/a	n/a
Training	0	n/a	n/a	n/a	n/a	n/a
Other	0	n/a	n/a	n/a	n/a	n/a
Total	9	n/a	n/a	n/a	n/a	n/a

Complaints Pending

29 CFR §1614.704 (f)	2004	2003	2002	2001	2000	1999
Total Number of Complaints Pending	9	n/a	n/a	n/a	n/a	n/a
Number of Individuals Filing Complaints	9	n/a	n/a	n/a	n/a	n/a
Number of Complaints by Stage						
(a) Investigation Stage	4	n/a	n/a	n/a	n/a	n/a
(b) Hearing Stage	0	n/a	n/a	n/a	n/a	n/a
(c) Final Agency Action Stage	1	n/a	n/a	n/a	n/a	n/a
(d) Appeal Stage	0	n/a	n/a	n/a	n/a	n/a

Average Processing Time of Pending Complaints in Days

(Number of Investigations/Actions shown in Parentheses)

29 CFR §1614.704 (f)	2004	2003	2002	2001	2000	1999
All Investigations	351 (4)	n/a	n/a	n/a	n/a	n/a
(a) Investigations Where Hearing Requested	(0)	n/a	n/a	n/a	n/a	n/a
(b) Investigations Where no Hearing Requested	(0)	n/a	n/a	n/a	n/a	n/a
Final Agency Actions	(0)	n/a	n/a	n/a	n/a	n/a
(b) Final Agency Actions Where Hearing Requested	(0)	n/a	n/a	n/a	n/a	n/a
(c) Final Agency Actions Where No Hearing Requested	(0)	n/a	n/a	n/a	n/a	n/a

Pending Investigations Over 180 Days

29 CFR §1614.704 (l) and 29 CFR §1614.106 (e)	2004	2003	2002	2001	2000	1999
Pending Investigation Over 180 Days	3	n/a	n/a	n/a	n/a	n/a

Complaints Dismissed Without an Investigation

29 CFR §1614.107 (g)	2004	2003	2002	2001	2000	1999
Total Number Complaints Dismissed	1	n/a	n/a	n/a	n/a	n/a
Average Time Complaint Was Pending Prior to Dismissal (in days)	101	n/a				

Final Agency Action Taken on Findings of Discrimination - Total

29 CFR §1614.704 (h)	2004	2003	2002	2001	2000	1999
After a Hearing	0	n/a	n/a	n/a	n/a	n/a
Without a Hearing	0	n/a	n/a	n/a	n/a	n/a
Total	0	n/a	n/a	n/a	n/a	n/a

Final Agency Action Taken on Findings of Discrimination - by Basis

29 CFR §1614.704 (i)	2004		2003		2002	2001	2000	1999
	#	%	#	%	n/a	n/a	n/a	n/a
Race	0	0	n/a	n/a	n/a	n/a	n/a	n/a
After a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Without a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Color	0	0	n/a	n/a	n/a	n/a	n/a	n/a
After a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Without a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Religion	0	0	n/a	n/a	n/a	n/a	n/a	n/a
After a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Without a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Retaliation	0	0	n/a	n/a	n/a	n/a	n/a	n/a
After a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Without a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Sex	0	0	n/a	n/a	n/a	n/a	n/a	n/a
After a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Without a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
National Origin	0	0	n/a	n/a	n/a	n/a	n/a	n/a
After a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Without a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Age	0	0	n/a	n/a	n/a	n/a	n/a	n/a
After a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Without a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Disability	0	0	n/a	n/a	n/a	n/a	n/a	n/a
After a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Without a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Non – EEO Basis	0	0	n/a	n/a	n/a	n/a	n/a	n/a
After a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Without a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Total	0	0	n/a	n/a	n/a	n/a	n/a	n/a

Finding of Discrimination/Final Agency Action by Total Issue

29 CFR §1614.704 (j)	2004		2003		2002	2001	2000	1999
	#	%	#	%	n/a	n/a	n/a	n/a
Appointments/Hire	0	0	n/a	n/a	n/a	n/a	n/a	n/a
After a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Without a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Assignment of Duties	0	0	n/a	n/a	n/a	n/a	n/a	n/a
After a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Without a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Awards	0	0	n/a	n/a	n/a	n/a	n/a	n/a
After a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Without a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Conversion to Full Time	0	0	n/a	n/a	n/a	n/a	n/a	n/a
After a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Without a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Disciplinary Action								
(a) Demotion	0	0	n/a	n/a	n/a	n/a	n/a	n/a
After a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Without a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
(b) Reprimand	0	0	n/a	n/a	n/a	n/a	n/a	n/a
After a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Without a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
(c) Suspension	0	0	n/a	n/a	n/a	n/a	n/a	n/a
After a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Without a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
(d) Removal	0	0	n/a	n/a	n/a	n/a	n/a	n/a
After a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Without a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Duty Hours	0	0	n/a	n/a	n/a	n/a	n/a	n/a
After a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Without a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Evaluation/Appraisal	0	0	n/a	n/a	n/a	n/a	n/a	n/a
After a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Without a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Examination/Test	0	0	n/a	n/a	n/a	n/a	n/a	n/a
After a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Without a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Harassment								
(a) Non-sexual	0	0	n/a	n/a	n/a	n/a	n/a	n/a
After a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Without a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
(b) Sexual	0	0	n/a	n/a	n/a	n/a	n/a	n/a
After a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Without a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a

Medical Examination	0	0	n/a	n/a	n/a	n/a	n/a	n/a
After a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Without a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Pay/Overtime	0	0	n/a	n/a	n/a	n/a	n/a	n/a
After a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Without a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Promotion/Non-Selection	0	0	n/a	n/a	n/a	n/a	n/a	n/a
After a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Without a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Reassignment								
(a) Denied	0	0	n/a	n/a	n/a	n/a	n/a	n/a
After a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Without a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
(b) Directed	0	0	n/a	n/a	n/a	n/a	n/a	n/a
After a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Without a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Reasonable Accommodation	0	0	n/a	n/a	n/a	n/a	n/a	n/a
After a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Without a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Reinstatement	0	0	n/a	n/a	n/a	n/a	n/a	n/a
After a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Without a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Retirement	0	0	n/a	n/a	n/a	n/a	n/a	n/a
After a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Without a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Termination	0	0	n/a	n/a	n/a	n/a	n/a	n/a
After a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Without a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Terms/Conditions of Employment	0	0	n/a	n/a	n/a	n/a	n/a	n/a
After a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Without a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Time and Attendance	0	0	n/a	n/a	n/a	n/a	n/a	n/a
After a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Without a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Training	0	0	n/a	n/a	n/a	n/a	n/a	n/a
After a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Without a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Other	0	0	n/a	n/a	n/a	n/a	n/a	n/a
After a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Without a hearing	0	0	n/a	n/a	n/a	n/a	n/a	n/a
Total	0	0	n/a	n/a	n/a	n/a	n/a	n/a